

CITY OF MOUNTAIN VIEW
RESOLUTION NO.
SERIES 2017

A RESOLUTION AUTHORIZING THE CITY MANAGER OR HIS DESIGNEE TO AMEND THE MEMORANDUM OF UNDERSTANDING BETWEEN THE EAGLES AND THE CITY OF MOUNTAIN VIEW, FOR THE PERIOD FROM COUNCIL ADOPTION THROUGH JUNE 30, 2020, AND TO REVISE THE CITY'S SALARY PLAN TO REFLECT THESE COMPENSATION CHANGES AND APPROVE A PILOT FRONT LINE EMPLOYEE DEVELOPMENT PROGRAM FOR MISCELLANEOUS EMPLOYEES

WHEREAS, the City's current Memorandum of Understanding with the EAGLES (July 1, 2015 to June 30, 2017) expired June 30, 2017; and

WHEREAS, a successor Memorandum of Understanding has been negotiated; and

WHEREAS, the provisions in the current Memorandum of Understanding that are changing or new provisions are summarized herein; and

WHEREAS, the salary plan will be amended to reflect changes in compensation authorized by the City Council pursuant to this Resolution:

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Mountain View approves the following amendments to the Memorandum of Understanding:

1. Term

Three-year compensation package from Council adoption through June 30, 2020.

2. 4.0 Percent COLA Fiscal Year 2017-18

Effective the first full pay period after the City Council adopts a resolution authorizing the amendment of the EAGLES MOU, the City shall amend the salary plan to increase the salary ranges of all classifications of EAGLES employees by a four percent (4.0%) cost-of-living adjustment (COLA).

3. 4.0 Percent COLA Fiscal Year 2018-19

Effective the first pay period ending in July 2018, the City shall amend the salary plan to increase the salary ranges of all classifications of EAGLES employees by a four percent (4.0%) cost-of-living adjustment COLA.

4. One-Time Leave Hours: Effective the first full pay period after the City Council adopts a resolution authorizing the amendment of the EAGLES MOU, EAGLES employees who are City employees during the first full pay period after the City Council adopts a resolution authorizing the amendment of the EAGLES MOU, will receive a one-time contribution of thirty-one (31) hours of leave time (prorated for regular part-time employees), of which twenty-one (21) hours are in recognition of the City's current fiscal ability to provide one-time compensation and ten (10) hours are in recognition of the lack of guaranteed one-time leave hours in Fiscal Year 2019-20. This leave must be used by Pay Period 2, 2018, or any balance will be cashed out with the Pay Period 2 payroll.

In addition, effective the first pay period ending July 2018, EAGLES employees who are City employees on July 1, 2018 will receive another one-time contribution of thirty-two (32) hours of leave time (prorated for regular part-time employees) of which twenty-one (21) hours are in recognition of the City's current fiscal ability to provide one-time compensation and eleven (11) hours are in recognition of the lack of guaranteed one-time leave hours in Fiscal Year 2019-20. This leave must be used by Pay Period 2, 2019, or any balance will be cashed out with the Pay Period 2 payroll.

5. Reopener: For Fiscal Year 2019-20, the parties will reopen negotiations on the following provisions of the MOU: Term/Duration, COLA for Fiscal Year 2019-20, employee cost sharing, one-time leave hours for Fiscal Year 2019-20, benchmark classifications, and survey elements. The parties will begin meeting on March 1, 2019.
6. Equity Adjustment: Effective the first full pay period after the City Council adopts the resolution authorizing the amendment of the EAGLES MOU, the City shall increase the salary ranges for the positions identified below as follows:
- Increase one salary grade (approximately 2.5 percent): Accountant I, Accountant II, Senior Accountant, Administrative Aide, Administrative Analyst I, Administrative Analyst II, Senior Management Analyst, Chief Building Official, Crime Analyst, Economic Development Manager, Environmental Sustainability Coordinator, Housing and Neighborhood Services Manager, IT Analyst I, IT Analyst II, Senior IT Analyst, IT Desktop

Technician I, IT Desktop Technician II, Senior IT Desktop Technician, IT Manager, and Risk Manager

- Increase two salary grades (approximately 5 percent): Hazardous Materials Specialist
 - Increase three salary grades (approximately 7.5 percent): Assistant City Attorney, Senior Assistant City Attorney, Deputy City Attorney, Senior Deputy City Attorney, and Fire Marshal
 - Any employee in the classifications listed above whose current salary falls below the new salary range shall receive a salary increase sufficient to place them at the bottom of the salary range effective the first full pay period after the City Council adopts the resolution authorizing the amendment of the EAGLES MOU.
7. Defined Contribution Retirees' Health: Effective the first full pay period after City Council adoption of the resolution authorizing the amendment of the EAGLES MOU, the monthly direct employer contributions for existing employees enrolled in the defined contribution plan will be increased for Fiscal Year 2017-18 from the Fiscal Year 2016-17 rates by the following amounts: 0 to 5 years—Fifty Dollars (\$50) per month; 6 to 10 years—Seventy-Five Dollars (\$75) per month; 10+ years—One Hundred Dollars (\$100) per month. Effective the first pay period ending in July 2018, contributions will be indexed at a three percent (3.0%) fixed rate annually. This is the first adjustment in the City's contribution amount since inception of the Defined Contribution Plan in 2007.
- Interest on the first year employer contributions held in an account prior to transfer will be credited at a fixed rate of one percent (1.0%) per annum on the monthly balance effective the first full pay period after City Council adoption of the resolution authorizing the amendment of the EAGLES MOU.
8. Kaiser Vision Benefit: Effective January 1, 2018, the vision benefit included in the Kaiser medical plan available to eligible miscellaneous employees will be changed so that the vision allowance is available every 12 months.
9. Dental Benefit: Effective January 1, 2018, the dental plan design will be changed to increase both the annual plan maximum (nonorthodontia) and lifetime plan maximum (orthodontia) by Five Hundred Dollars (\$500) per insured person.
10. City Contribution to Flexible Spending Account (FSA): Effective the first full pay period after City Council adoption of the resolution authorizing the amendment of the EAGLES MOU, the City will discontinue the City's One Hundred Fifty Dollar

(\$150) annual contribution to each employee's medical FSA in exchange for providing the enhanced dental benefit effective January 1, 2018.

11. *Vacation Cash Out:* Effective the first full pay period after City Council adoption of the resolution authorizing the amendment of the EAGLES MOU, employees are eligible to file an irrevocable election, in December of each year, to cash out vacation accrued in the payroll calendar year following the cash out election in accordance with IRS regulations and procedures set forth in the EAGLES MOU. For employees electing to cash out over forty (40) hours of vacation, the employee must have used a minimum of forty (40) hours vacation in the full payroll calendar year and have a minimum balance of eighty (80) hours as of the last full pay period in the payroll calendar year of the cash out election.
12. *Health Benefits Committee:* The City will form a joint committee with interested miscellaneous labor groups to engage in a focused discussion to consider potential solutions to address the high cost of employee health benefits for active employees while ensuring both the sustainability of health benefits and that the benefits remain competitive with comparison agencies. The committee's findings will be used to inform a discussion of health benefits during the next negotiations process.
13. *Management and Professional Development/Technology Funds:* Effective the first full pay period after City Council adoption of the resolution authorizing the amendment of the EAGLES MOU reimbursement amounts for the remainder of Fiscal Year 2017-18 and forward will increase to: One Thousand Dollars (\$1,000) annually for employees in management classifications and Eight Hundred Dollars (\$800) annually for employees in professional classifications.
14. *Pilot Program for Front-Line Employee Development/Technology Funds:* Effective the first full pay period after City Council adoption of the resolution authorizing the amendment of the EAGLES MOU, the City will establish a Pilot Program for Front-Line bargaining unit members to be eligible for reimbursement of up to Four Hundred Dollars (\$400) for eligible expenses as set forth in Administrative Instruction 3-2. The Pilot Program is intended as a one-time eligibility for reimbursement and will expire on June 30, 2019.
15. *Certification Pay:* Effective the first full pay period after City Council adoption of the resolution authorizing the amendment of the EAGLES MOU, establish payment of Fifty Dollars (\$50) per month for each eligible certification, up to a maximum of four certifications above the minimum job specification requirements for the following eligible classifications: IT Analyst I/II, IT Desktop Technician I/II, Postclosure Supervisor, Principal IT Analyst, Senior IT Analyst, Senior IT Desktop Technician, Utilities Systems Supervisor, Water Quality Supervisor, Water Resources Manager, Water Superintendent, and Wastewater Supervisor.

16. Other Changes: A number of other language modifications were agreed in order to clarify and update provisions of the MOU, including: bereavement leave, CalPERS contract amendment, medical insurance, one-time retiree health conversion, management leave, call back pay, and pension contribution.

BE IT FURTHER RESOLVED THAT THE FOLLOWING PILOT PROGRAM IS APPROVED BY CITY COUNCIL:

Pilot Program for Front-Line Employee Development/Technology Funds: Effective the first full pay period after City Council adoption of this resolution, the City will establish a Pilot Program for miscellaneous Front-Line employees in SEIU, NPOA, and the unrepresented Confidential group to be eligible for reimbursement of up to Four Hundred Dollars (\$400) for eligible expenses as set forth in Administrative Instruction 3-2. The Pilot Program is intended as a one-time eligibility for reimbursement and will expire on June 30, 2019.

ASR/7/RESO
602-10-03-17r-E